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> [Wage Price Index, Australia, March 2025](#)

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Wage Price Index, Australia

The WPI measures changes in the price of labour, unaffected by compositional shifts in the labour force, hours worked or employee characteristics

Reference period March 2025

Released 14/05/2025

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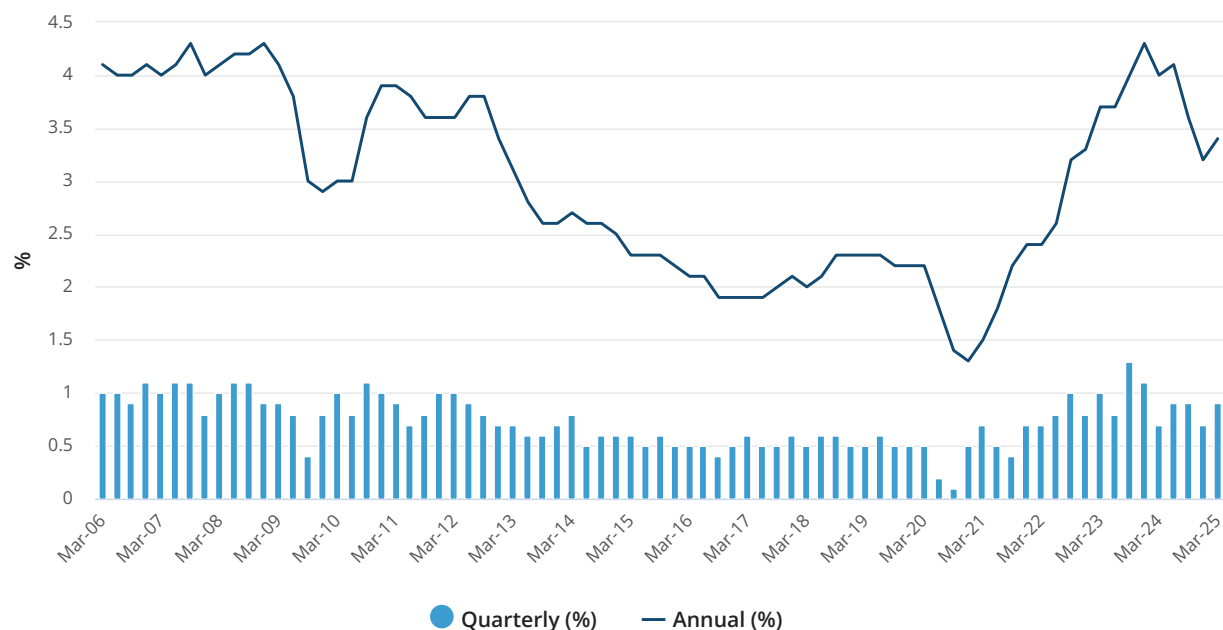
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Key statistics

- The seasonally adjusted Wage Price Index (WPI) rose 0.9% this quarter.
- Over the twelve months to the March 2025 quarter, the WPI rose 3.4%.
- The private sector rose 0.9% and the public sector rose 1.0%, seasonally adjusted, over the quarter.
- In original terms, the largest industry contributors to quarterly wages growth were Health care and social assistance (+1.4%) and Education and training (+1.3%).

Main features

All sector WPI, quarterly and annual movement (%), seasonally adjusted (a)



a. See Interpretation of index numbers, Percentage change and rounding on the [Methodology \(/methodologies/wage-price-index-australia-methodology/mar-2025#interpretation-of-index-numbers\)](#) page.

Total hourly rates of pay excluding bonuses

		Dec Qtr 2024 to Mar Qtr 2025(a) (% change)	Mar Qtr 2024 to Mar Qtr 2025(a) (% change)
Trend(b)	Australia	0.8	3.3
	Private sector	0.8	3.3
	Public sector	0.8	3.3
Seasonally Adjusted(c)	Australia	0.9	3.4
	Private sector	0.9	3.3
	Public sector	1.0	3.6
Original	Australia	0.8	3.4
	Private sector	0.6	3.3
	Public sector	1.2	3.6

a. See Interpretation of index numbers, Percentage change and rounding on the [Methodology \(/methodologies/wage-price-index-australia-methodology/mar-2025#interpretation-of-index-numbers\)](#) page.

b. See Interpretation of index numbers, Trend estimates on the [Methodology \(/methodologies/wage-price-index-australia-methodology/mar-2025#interpretation-of-index-numbers\)](#) page.

c. See Interpretation of index numbers, Seasonally adjusted indexes and Seasonal analysis methods on the [Methodology \(/methodologies/wage-price-index-australia-methodology/mar-2025#interpretation-of-index-numbers\)](#) page.

Overview

Seasonally adjusted, the WPI rose 0.9% this quarter. Private sector wages rose 0.9% and were the main contributor to growth, while public sector wages rose 1.0%.

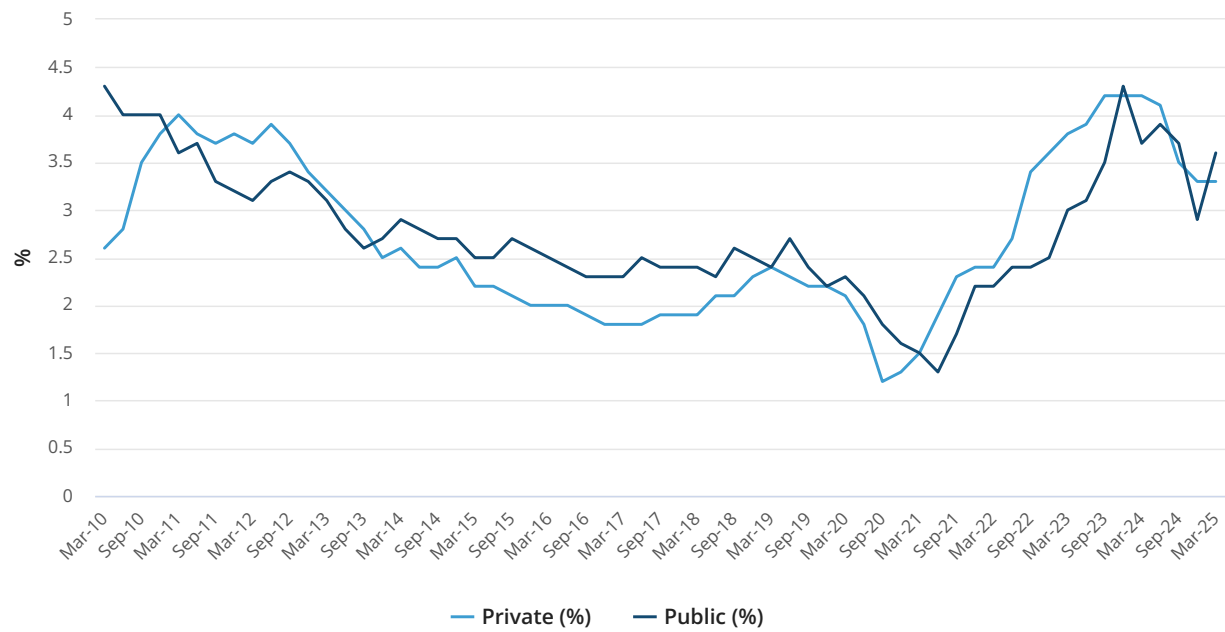
Annual wage growth was 3.4% in the March quarter 2025, up from 3.2% in the December quarter 2024, but lower than the same period last year (+4.0%).

Over the 12 months to March, private sector wages rose 3.3%, unchanged from December quarter 2024. This

remains the lowest annual rise for the sector since June quarter 2022 (+2.7%).

The public sector annual rise was 3.6%, up from 2.9% in December quarter 2024.

Annual wage growth by sector, seasonally adjusted (a)

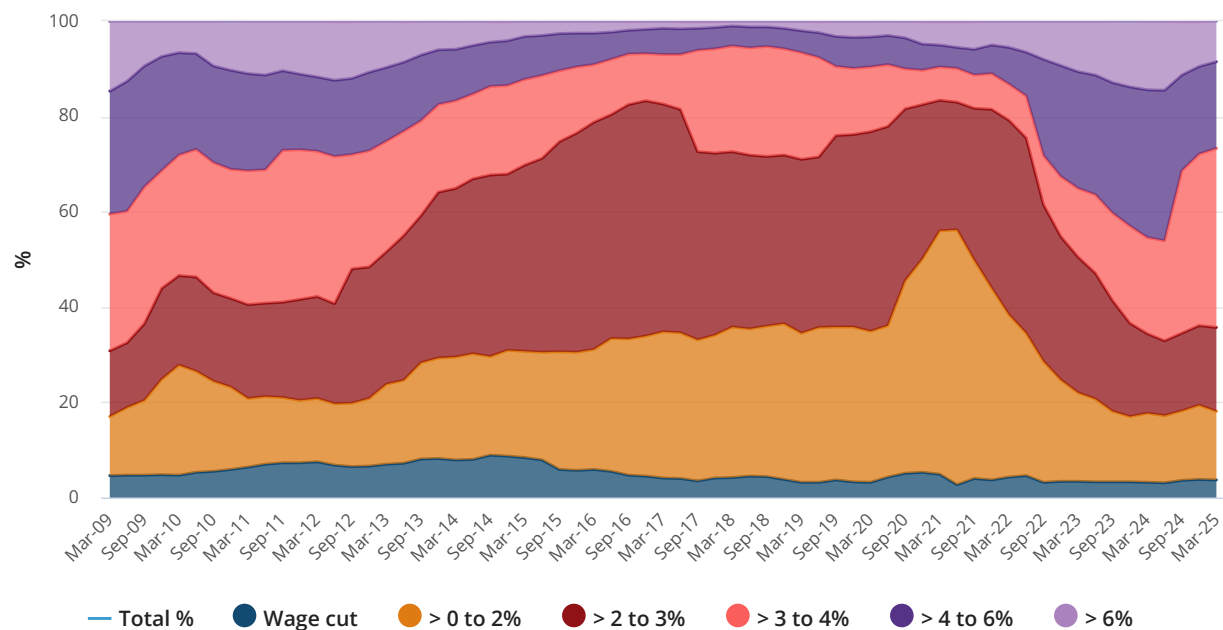


a. See Interpretation of index numbers, Percentage change and rounding on the [Methodology \(/methodologies/wage-price-index-australia-methodology/mar-2025#interpretation-of-index-numbers\)](#) page.

Fewer jobs received a wage increase greater than 4 per cent over the last year

For jobs with a wage change over the previous 12 months, the share that recorded an annualised movement over 4% has decreased each successive quarter since June quarter 2024.

Annualised wage changes (a)(b)(c)



a. Index series is original, total hourly rates of pay excluding bonuses.

b. Share of jobs that experienced a wage change. smoothed using a four quarter trailing average.

c. Excludes jobs that did not receive a wage change in the previous four quarters.

Enterprise agreements drive quarterly wage growth

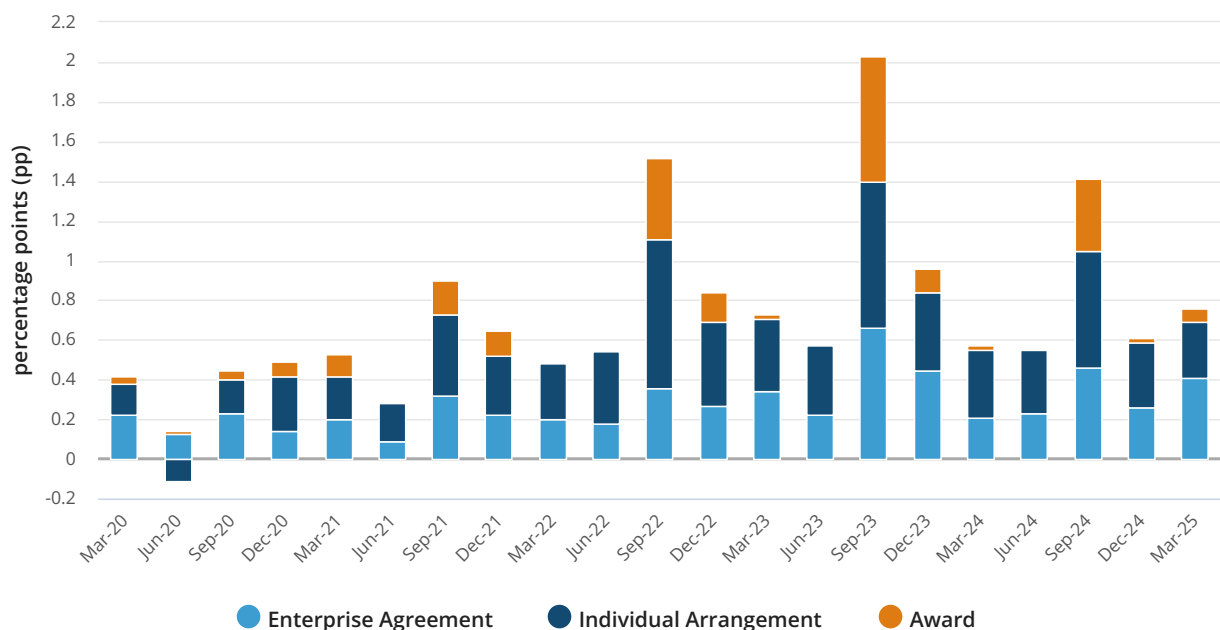
Jobs in the Australian labour market have their method of setting pay categorised as:

- Awards,
- Enterprise agreements, or
- Individual arrangements.

In March quarter 2025, enterprise agreements made the largest contribution to quarterly wages growth (54%) of the three methods of setting pay. The impact of enterprise agreements on wages growth varies, influenced by the timing of their formation, implementation and expiration.

The larger than typical March quarter contribution from jobs covered by this method of setting pay was due to the commencement of new state-based public sector enterprise agreements.

Contributions to quarterly wage growth by method of setting pay, original (a)(b)(c)



a. Analytical series is total hourly rates of pay excluding bonuses.

b. See Method used to calculate analytical series 'Contribution to wages growth by method of setting pay' on the [Methodology \(/methodologies/wage-price-index-australia-methodology/mar-2025#method-used-to-calculate-analytical-series-contribution-to-wages-growth-by-method-of-setting-pay-\)](#) page.

c. See Analytical series index numbers, Appendix B index numbers, methods of setting pay on the [Methodology \(/methodologies/wage-price-index-australia-methodology/mar-2025#appendix-b-index-numbers-method-of-setting-pay-\)](#) page.

Sector wage growth

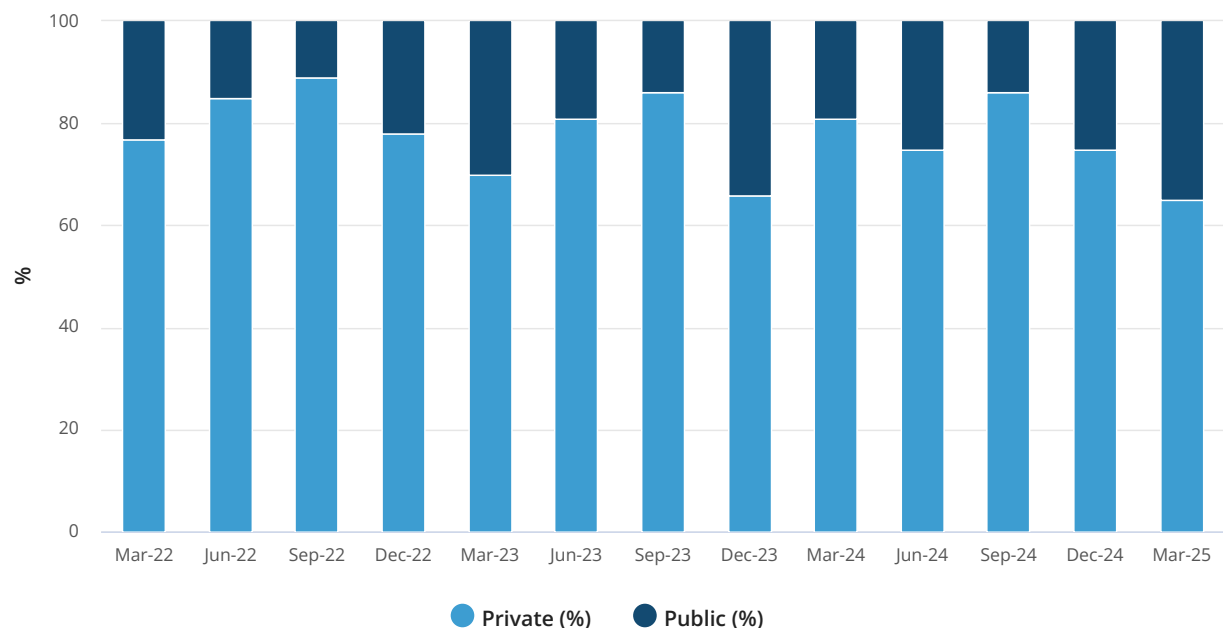
The private sector was the main contributor to March quarter wages growth, as is typical due to the overall number of employees and total wage expenditure compared to the public sector.

Wages are often affected by administrative decisions from the government, its agencies, and tribunals like the Fair Work Commission, which can impact different parts of the labour market.

Private sector wage growth in March quarter 2025 included newly applied wage reforms, across the [childcare](http://www.education.gov.au/early-childhood/providers/workforce/wages) (<http://www.education.gov.au/early-childhood/providers/workforce/wages>) and [aged care sectors](https://www.health.gov.au/resources/publications/aged-care-worker-award-wage-increase-stage-3-questions-and-answers?language=en) (<https://www.health.gov.au/resources/publications/aged-care-worker-award-wage-increase-stage-3-questions-and-answers?language=en>).

The public sector contributed over a third (35%) to overall growth. The main driver of the larger contribution was the commencement of new enterprise agreements in New South Wales, Western Australia and Victoria.

Share of wage growth by sector, original



Quarterly wage dynamics

Quarterly wage dynamics, by sector, original (a)

		Mar Qtr 2024 (%)	Dec Qtr 2024 (%)	Mar Qtr 2025 (%)
All Sector	Percentage of jobs with a wage change	14	16	21
	Average hourly wage change	4.0	3.6	3.9
Private Sector	Percentage of jobs with a wage change	12	14	15
	Average hourly wage change	4.4	3.7	4.3
Public Sector	Percentage of jobs with a wage change	18	23	39
	Average hourly wage change	2.9	3.3	3.3

a. Average hourly wage change only includes jobs recording a wage movement in the current quarter.

Private sector

In original terms, private sector wages rose by 0.6%.

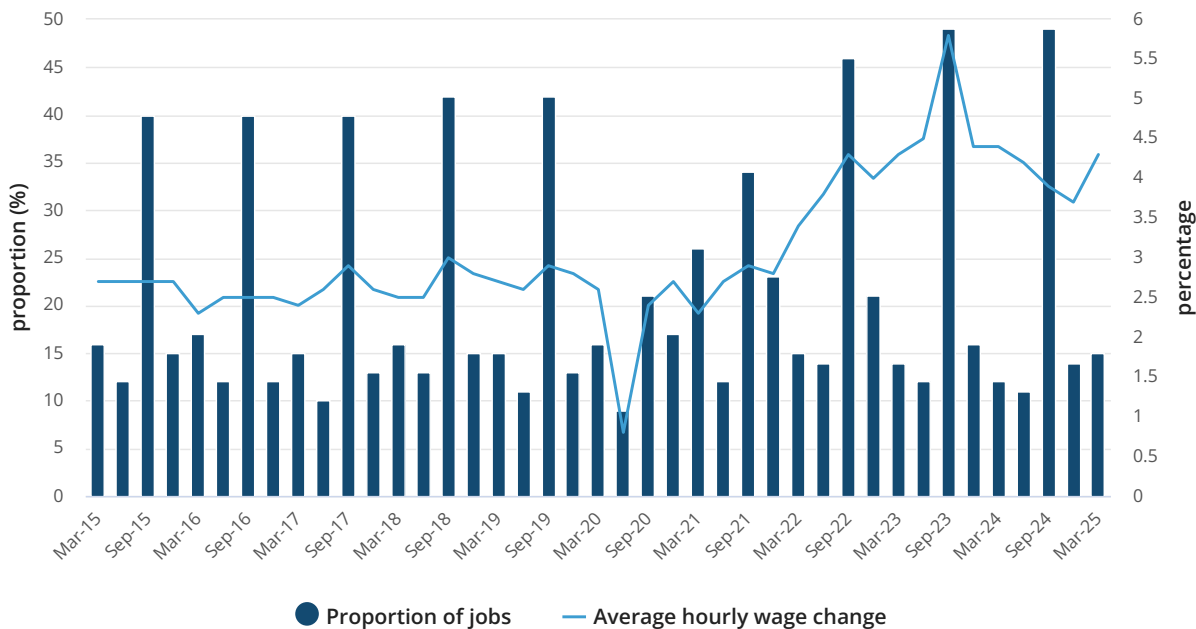
Compared to the same time last year:

- 15% of private sector jobs recorded a wage change, slightly up from 12% in March quarter 2024.
- the average hourly wage change (+4.3%), was marginally lower than March quarter 2024 (+4.4%).

The Health care and social assistance industry in the private sector recorded a quarterly movement of 1.2%. A large number of jobs received administrative wage adjustments due to the [Stage 3 Aged Care Work Value Case \(https://www.fwc.gov.au/hearings-decisions/major-cases/work-value-case-aged-care-industry/decisions-statements-and\)](https://www.fwc.gov.au/hearings-decisions/major-cases/work-value-case-aged-care-industry/decisions-statements-and), and the [Early Childhood Education and Care Worker Retention Payment \(https://www.education.gov.au/newsroom/articles/wage-increase-early-childhood-workforce\)](https://www.education.gov.au/newsroom/articles/wage-increase-early-childhood-workforce).

Wage growth for the private sector excluding the Health care and social assistance industry was 0.5%.

Quarterly wage dynamics in the private sector, original (a)



a. Average hourly wage change only includes jobs recording a wage movement in the current quarter.

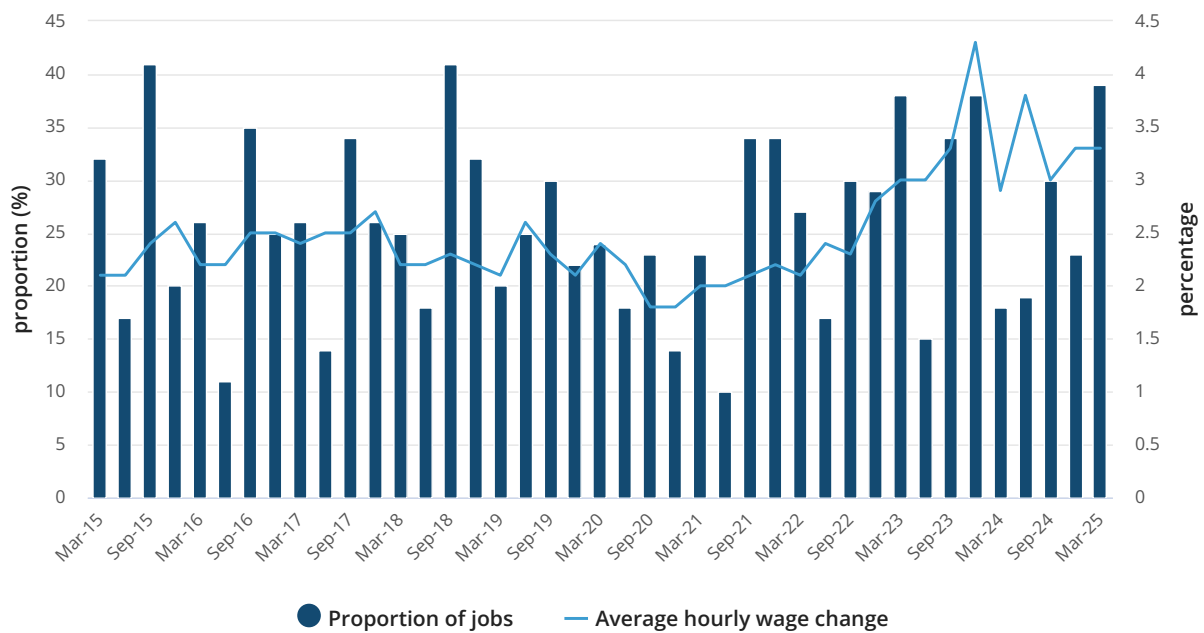
Public sector

In original terms, public sector wages rose 1.2%, higher than the March quarter 2024 rise (+0.5%).

In the public sector:

- almost two in five jobs (39%) recorded a wage change, the highest proportion since September quarter 2018 (41%).
- the commencement of new state-based enterprise agreements increased the proportion of jobs recording a wage change.
- the average hourly wage change (+3.3%) was higher than the 2.9% recorded at the same time last year.

Quarterly wage dynamics in the public sector, original (a)



a. Average hourly wage change only includes jobs recording a wage movement in the current quarter.

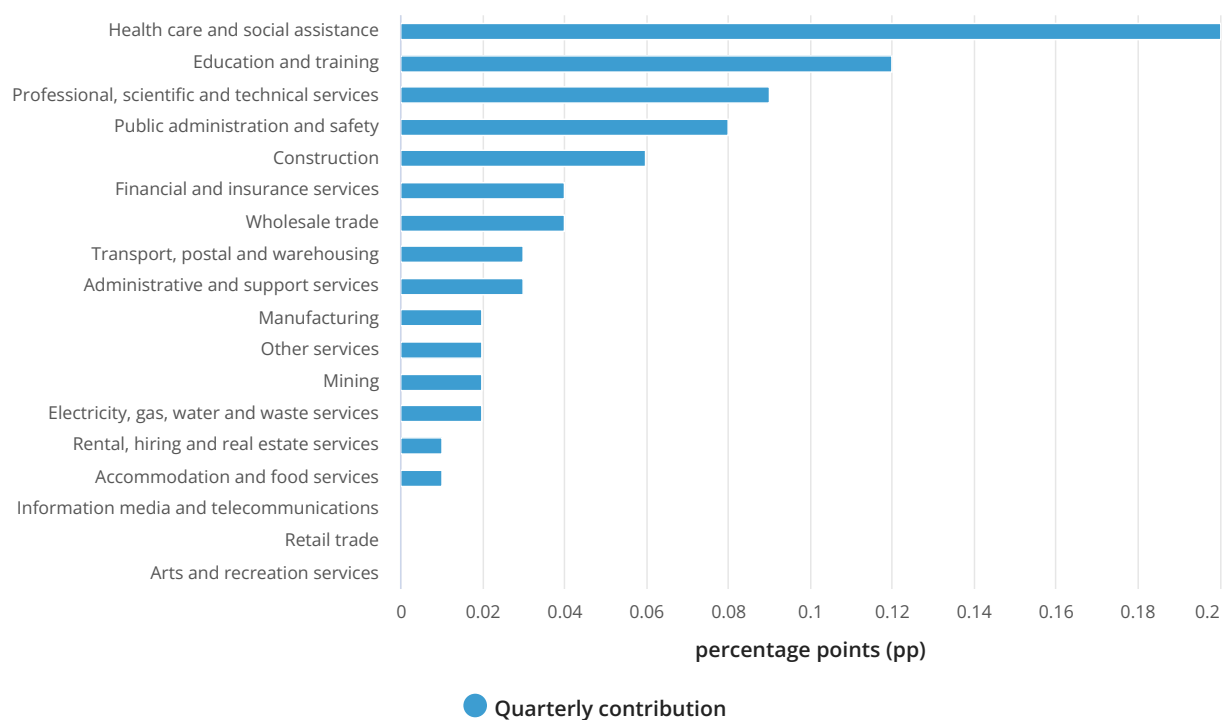
Industry wage growth

The main contributors to wage growth reflect both the size of the industry (overall number of employees and total wage expenditure) and the size of any wage changes that occurred.

Health care and social assistance was the main industry contributor to quarterly growth. The main drivers of growth for this industry were:

- new state-based public sector enterprise agreements.
- increases paid to eligible [aged care workers](https://www.health.gov.au/resources/publications/aged-care-worker-award-wage-increase-stage-3-questions-and-answers?language=en) (<https://www.health.gov.au/resources/publications/aged-care-worker-award-wage-increase-stage-3-questions-and-answers?language=en>).
- the [childcare worker retention payment](https://www.education.gov.au/early-childhood/providers/workforce/wages) (<https://www.education.gov.au/early-childhood/providers/workforce/wages>).

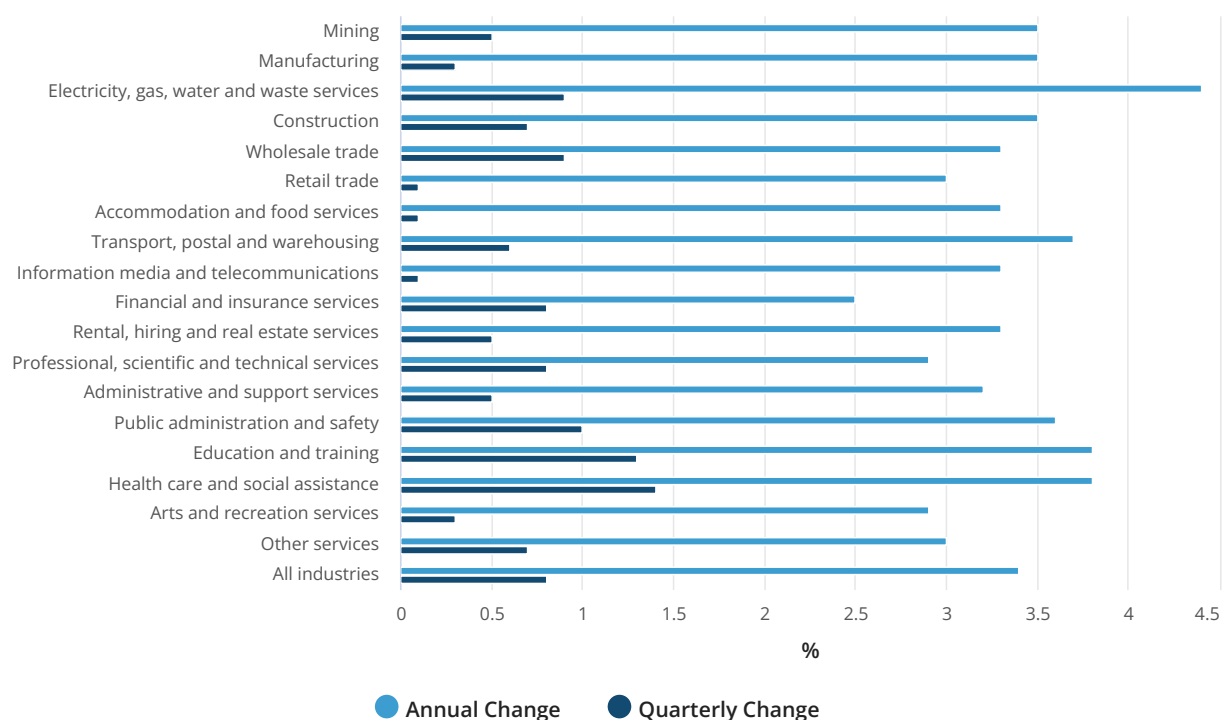
Quarterly contribution - industries



Original industry estimates:

- Health care and social assistance recorded the highest quarterly rise (+1.4%).
- Retail trade, Accommodation and food services and Information media and telecommunications, all recorded the lowest quarterly rise in wages (+0.1%).
- Electricity, gas, water and waste services recorded the highest through the year wage growth (+4.4%).
- Finance and insurance services recorded the lowest through the year wage growth (+2.5%).

Annual and quarterly movement - industries (a)



a. Index series is original, total hourly rates of pay excluding bonuses.

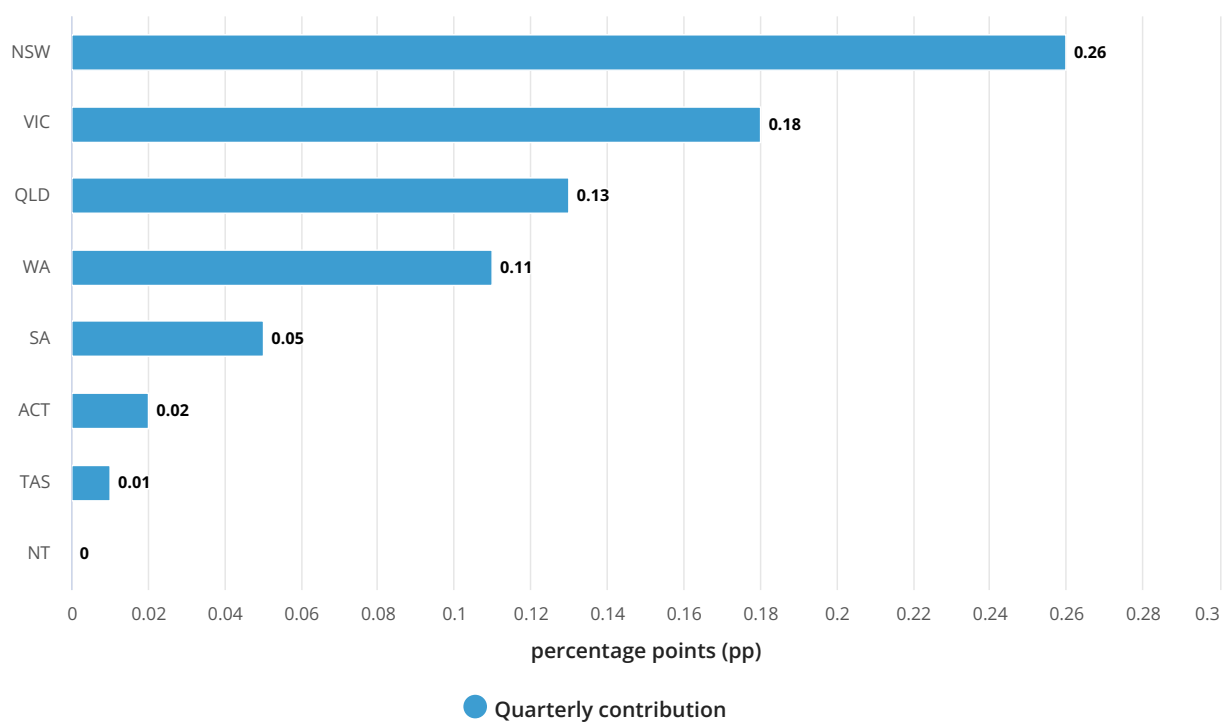
State and territory wage growth

The main contributors to state or territory wage growth reflect both the size of the state or territory (overall number of employees and total wage expenditure) and the size of any wage changes that occurred.

New South Wales was the main contributor to quarterly wages growth. The main drivers were:

- private sector jobs.
- new state-based enterprise agreements in the public sector.

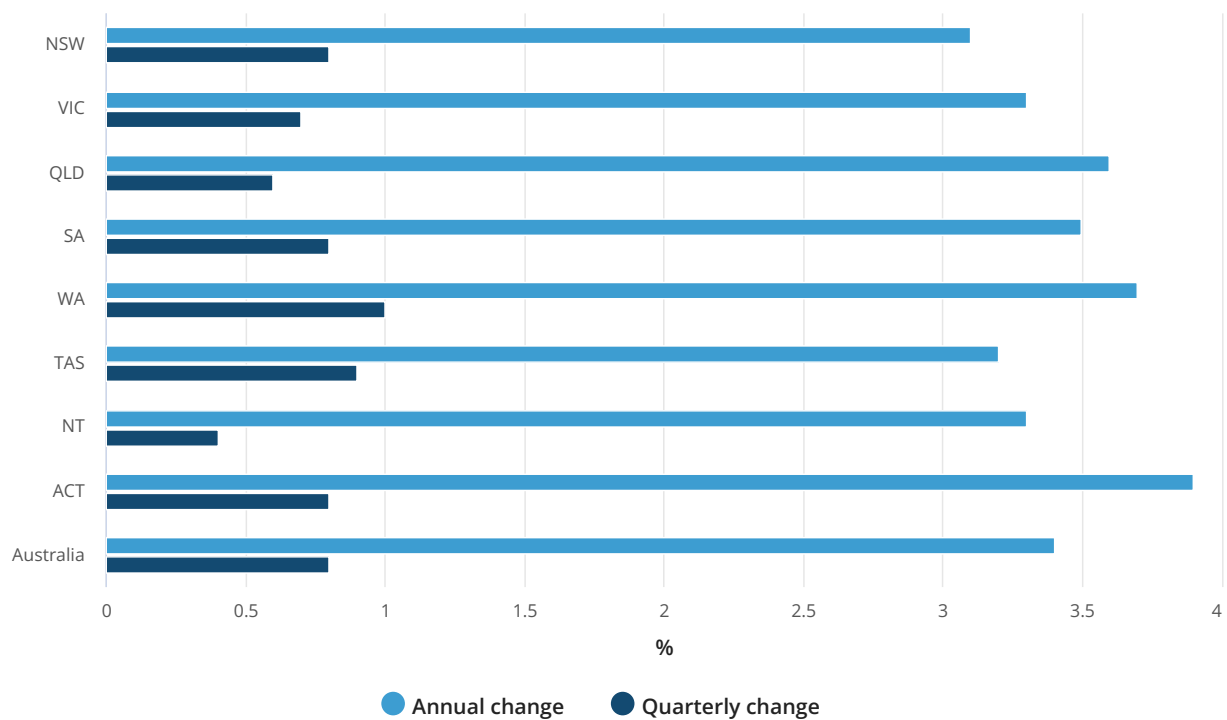
Quarterly contribution - states and territories



Original state and territory estimates:

- Western Australia recorded the highest quarterly growth at 1.0%. The main driver of growth was the public sector, as new state-based enterprise agreements paid initial increases.
- Northern Territory recorded the lowest quarterly growth at 0.4%.
- Australian Capital Territory recorded the highest annual growth at 3.9%.
- New South Wales recorded the lowest annual growth at 3.1%.

Annual and quarterly movement - states and territories (a)



a. Index series is original, total hourly rates of pay excluding bonuses.

Survey impacts and changes

Seasonal adjustment and trend

In June 2020, due to the large and unusual impact of COVID-19 on the economy, the private and All Sector series of the Wage Price Index were moved to the “forward factors” method for seasonal adjustment. This method (as described in the article on [Methods changes due to COVID-19 \(/articles/methods-changes-during-covid-19-period#abs-trend-and-seasonal-adjustment-during-covid-19\)](#)) is better suited in an uncertain environment as the seasonal factors are fixed for a 12 month period. The public sector series remained using the “concurrent” adjustment method, as the disruption was not observed in this sector. The trend estimates were suspended for all series at this time.

The ABS completed their annual review of seasonal adjustment in the WPI in June 2022 and as a result reverted all series to “concurrent” adjustment, as the series had stabilised. The ABS also reinstated the trend estimates for all series in the WPI in June 2022.

Data downloads

I-Note

The wage price indexes in Tables 1, 2b, 3b, 4b, 5b, 7b, 8b and 9b are updated and released every quarter. The corresponding financial year wage price indexes in Tables 2a, 3a, 4a, 5a, 7a, 8a and 9a are updated and released each June quarter for the preceding financial year. There are no financial year indexes created for Table 1.

Time series spreadsheets

[Download all \(1.15 MB\)](#)

Table 1. Total hourly rates of pay excluding bonuses: sector, original, seasonally adjusted and trend

[Download XLSX](#)

[64.16 KB]

[\(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/mar-2025/634501.xlsx\)](/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/mar-2025/634501.xlsx)

Table 2a. Total hourly rates of pay excluding bonuses: all sectors by state, original (financial year index numbers for year ended June quarter)

[Download XLSX](#)

[51.43 KB]

[\(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/mar-2025/634502a.xlsx\)](/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/mar-2025/634502a.xlsx)

Table 2b. Total hourly rates of pay excluding bonuses: all sectors by state, original (quarterly index numbers)

[Download XLSX](#)

[65.92 KB]

[\(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/mar-2025/634502b.xlsx\)](/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/mar-2025/634502b.xlsx)

Table 3a. Total hourly rates of pay excluding bonuses: private sector by state, original (financial year index numbers for year ended June quarter)

[Download XLSX](#)

[51.45 KB]

[\(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/mar-2025/634503a.xlsx\)](/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/mar-2025/634503a.xlsx)

Table 3b. Total hourly rates of pay excluding bonuses: private sector by state, original (quarterly index numbers)

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[65.88 KB]

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Table 4a. Total hourly rates of pay excluding bonuses: public sector by state, original (financial year index numbers for year ended June quarter)

[Download XLSX](#)

[51.51 KB]

[\(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/mar-2025/634504a.xlsx\)](/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/mar-2025/634504a.xlsx)

Table 4b. Total hourly rates of pay excluding bonuses: public sector by state, original (quarterly index numbers)

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[66.46 KB]

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Table 5a. Total hourly rates of pay excluding bonuses: sector by industry, original (financial year index numbers for year ended June quarter)

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[74.85 KB]

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Table 5b. Total hourly rates of pay excluding bonuses: sector by industry, original (quarterly index numbers)

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[142.91 KB]

(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/mar-2025/634505b.xlsx)

Table 7a. Hourly rates of pay including bonuses: sector, original (financial year index numbers for year ended June quarter)

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[49.27 KB]

(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/mar-2025/634507a.xlsx)

Table 7b. Hourly rates of pay including bonuses: sector, original (quarterly index numbers)

[↓ Download XLSX](#)

[58.73 KB]

(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/mar-2025/634507b.xlsx)

Table 8a. Ordinary hourly rates of pay excluding bonuses: all sectors by state, original (financial year index numbers for year ended June quarter)

[↓ Download XLSX](#)

[51.46 KB]

(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/mar-2025/634508a.xlsx)

Table 8b. Ordinary hourly rates of pay excluding bonuses: all sectors by state, original (quarterly index numbers)

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[65.92 KB]

(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/mar-2025/634508b.xlsx)

Table 9a. Ordinary hourly rates of pay excluding bonuses: sector by industry, original (financial year index numbers for year ended June quarter)

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[74.8 KB]

(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/mar-2025/634509a.xlsx)

Table 9b. Ordinary hourly rates of pay excluding bonuses: sector by industry, original (quarterly index numbers)

[↓ Download XLSX](#)

[142.93 KB]

(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/mar-2025/634509b.xlsx)

All WPI series: original (quarterly index numbers)

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[134.95 KB]

(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/mar-2025/63450Table2bto9b.xlsx)

All WPI Series: original (financial year index numbers for year ended June quarter)

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[85.79 KB]

(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/mar-2025/63450Table2ato9a.xlsx)

Data cubes - Distribution of expenditure on wages, wage price index, Australia

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[161.61 KB]

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Create your own tables and visualisations with Data Explorer

Caution: Data in Data Explorer is currently released after the 11:30am release on the ABS website. Please check the reference period when using Data Explorer.

Wage Price Index ([https://explore.data.abs.gov.au/vis?fs\[0\]=ABS%20Topics%2C1%7CECONOMY%23ECONOMY%23%7CPrice%20Indexes%20and%20Inflation%23PRICE_INDEX_INFLATION%23&pg=0&fc=ABS%20Topics&df\[ds\]=ABS_ABS_TOPICS&df\[id\]=WPI&df\[ag\]=ABS&df\[vs\]=1.2.0&pd=2020-Q1%2C2021-Q2&dq=.THRPEB..TOT..AUS.Q&ly\[cl\]=MEASURE&ly\[rw\]=TIME_PERIOD&ly\[rs\]=TSEST%2CSECTOR\)](https://explore.data.abs.gov.au/vis?fs[0]=ABS%20Topics%2C1%7CECONOMY%23ECONOMY%23%7CPrice%20Indexes%20and%20Inflation%23PRICE_INDEX_INFLATION%23&pg=0&fc=ABS%20Topics&df[ds]=ABS_ABS_TOPICS&df[id]=WPI&df[ag]=ABS&df[vs]=1.2.0&pd=2020-Q1%2C2021-Q2&dq=.THRPEB..TOT..AUS.Q&ly[cl]=MEASURE&ly[rw]=TIME_PERIOD&ly[rs]=TSEST%2CSECTOR))

For information on Data Explorer and how it works, see the [Data Explorer user guide \(/about/data-services/data-explorer/data-explorer-user-guide\)](/about/data-services/data-explorer/data-explorer-user-guide).

Previous catalogue number

This release previously used catalogue number 6345.0.

Using price indexes

Price indexes in contracts

Price indexes published by the Australian Bureau of Statistics (ABS) provide summary measures of the movements in various categories of prices over time. They are published primarily for use in Government economic analysis. Price indexes are also often used in contracts by businesses and government to adjust payments and/or charges to take account of changes in categories of prices (Indexation Clauses).

[Use of Price Indexes in Contracts \(https://www.abs.gov.au/websitedbs/D3310114.nsf/home/Inflation+and+Price+Indexes+-+Use+of+Price+Indexes+in+Contracts\)](https://www.abs.gov.au/websitedbs/D3310114.nsf/home/Inflation+and+Price+Indexes+-+Use+of+Price+Indexes+in+Contracts) sets out a range of issues that should be taken into account by parties considering the inclusion of an Indexation Clause within a contract utilising an ABS published price index.

Frequently asked questions

The article [Frequently asked questions \(FAQs\) about the Wage Price Index \(/articles/frequently-asked-questions-faqs-about-wage-price-index\)](/articles/frequently-asked-questions-faqs-about-wage-price-index) has answers to a number of common questions to do with price indexes and the Wage Price Index, in particular.

Methodology

Scope

Employing Australian organisations (private and public sector) and eligible employee jobs.

For specific employer and employee job excludes, see [scope and coverage \(https://www.abs.gov.au/methodologies/wage-price-index-australia-methodology/dec-2024#scope-and-coverage\)](https://www.abs.gov.au/methodologies/wage-price-index-australia-methodology/dec-2024#scope-and-coverage).

Geography

Data available for:

- Australia
- Sector
- State and territories

Source

Prices for a range of jobs are collected from a sample of private and public sector employers via the Wage Price Index Survey.

Collection method

An initial selection of approximately 3,300 Australian organisations (public and private) produces a subset of about 20,000 eligible jobs with data submitted electronically over successive quarters.

Concepts, sources and methods

Detailed information about the data sources and methods used to compile WPI are contained in the [Wage Price Index: Concepts, Sources and Methods \(https://www.abs.gov.au/statistics/detailed-methodology-information/concepts-sources-methods/wage-price-index-concepts-sources-and-methods/2012\)](https://www.abs.gov.au/statistics/detailed-methodology-information/concepts-sources-methods/wage-price-index-concepts-sources-and-methods/2012).

History of changes

- Sample redesign 2009
- Expenditure weights update Dec 2023
- Wage setting analytical series updated June 2023

[View full methodology \(/methodologies/wage-price-index-australia-methodology/mar-2025\)](/methodologies/wage-price-index-australia-methodology/mar-2025)